



CORE INTEGRA COMPLIANCE NEWSLETTER

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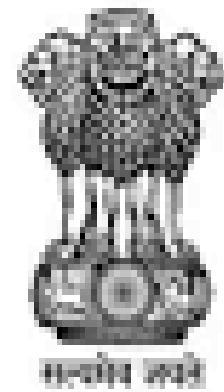
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STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - NOTIFICATION ON CONSTITUTION OF EXECUTIVE COMMITTEE UNDER SECTION 5AA OF THE EPF ACT, 1952.

The Ministry of Labour and Employment vide Official Gazette Notification S.O. 4249(E) dated 27.09.2024 and in exercise of the powers conferred by section 5AA of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and in supersession of the notification of the Government of India in the Ministry of Labour & Employment S.O. 772(E) dated the 20th February, 2020 published in the Gazette of India, part II, section 3, sub-section (ii) dated the 20th February, 2020 except in respect of thing done or omitted to be done before the said supersession, the Central Government hereby constitutes, the Executive Committee consisting of the members, as mentioned in the attached notification, with effect from the date of publication of this notification.

[View Notification](#)



श्रम एवं रोजगार मंत्रालय
Ministry of Labour & Employment
भारत सरकार (Government of India)

STATUTORY NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT - REGISTRATION OF GIG AND PLATFORM WORKERS ON E-SHRAM PORTAL.

The Government of India, Ministry of Labour and Employment vide No. W-11015/15/2024-RW (GPW) dated 16.09.2024 notified that it is worthwhile to on-board and register the platform workers e-Shram as it will provide them access to various welfare schemes. As Aggregators play a vital role in on-boarding Platform workers on the portal, hence they are encouraged to come forward and complete the API testing in time-bound manner and 'on-board' themselves as well as the platform workers engaged by them on e-Shram portal of the Ministry. The general terms are outlined in Annexure-I, the Standard Operating Procedure (SOP) is placed in Annexure-II.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

ESIC - EMPLOYEES' GUIDE FOR THE EMPLOYEES STATE INSURANCE SCHEME.

The Employees State Insurance Corporation on 10.09.2024 issued a guide for Employees to understand the benefits, rights, responsibilities, applicability, etc. under the Employees' State Insurance Scheme, which is an integrated measure of Social Insurance embodied in the Employees' State Insurance Act, 1948.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ESIC – EMPLOYERS' GUIDE FOR THE EMPLOYEES STATE INSURANCE SCHEME.

The Employees State Insurance Corporation on 10.09.2024 issued a guide for Employers to understand the benefits, rights, responsibilities, applicability, etc. under the Employees' State Insurance Scheme, which is a comprehensive social insurance program established under the Employees' State Insurance Act, 1948.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

ESIC - EXTENDING MEDICAL BENEFITS TO THE FAMILIES OF INSURED PERSONS IN VARIOUS DISTRICTS IN MANIPUR.

The Employees' State Insurance Corporation vide Gazette of India Notification No. N-17011/1/Manipur/2024-P&D published on 10.09.2024, notified that in pursuance of powers conferred by Section 46(2) of the Employees' State Insurance Act, 1948, read with Regulation 95-A of the Employees' State Insurance (General) Regulations, 1950, the Director General has fixed 1st August 2024 as the date from which the medical benefit as laid down in the said Regulation 95-A shall be extended to the families of insured persons in the areas of districts namely: Bishnupur, Senapati, Ukhrul, Kangpokpi, Churachandpur, Thoubal districts in the State of Manipur.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

GOVERNMENT OF INDIA - HOLIDAYS TO BE OBSERVED IN CENTRAL GOVERNMENT OFFICES DURING THE YEAR 2025.

The Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training), vide F.No. 12/2/2023-JCA dated 09.07.2024 decided that the holidays, as specified in the Annexure-I to the attached O.M., will be observed in all the Administrative Offices of the Central Government located at Delhi/New Delhi during the year 2025. In addition, each employee will also be allowed to avail himself/herself of any two holidays to be chosen by him/her out of the list of Restricted Holidays specified at Annexure-II.

[**View Notification**](#)



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NOTIFICATIONS/UPDATES

EPFO – IMMEDIATE ACTION TO BE TAKEN AGAINST LOGIN PASSWORD RESET ISSUE.

The Employees' Provident Fund Organization vide No. Temporary arrangement/Adm-I/370 dated 04.09.2024 notified that at present mobile OTP along with password has been made mandatory for employer login, due to which many password-reset letters are being received in the office. If immediate action is not taken on these letters, then the employer will be unable to submit ECR. Therefore, the EPFO has ordered all the clerks and branch supervisors posted in the Accounts Branch, to take immediate action on the employer's login password reset letter received by the EDP branch and resend the letter to the EDP branch on the same day or by the next working day.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MINISTRY OF LABOUR AND EMPLOYMENT – EPS PENSIONERS TO GET PENSION FROM ANY BANK, ANY BRANCH, FROM 1ST JANUARY 2025.

The Union Minister of Labour and Employment and Chairperson, Central Board of Trustees, EPF, Dr. Mansukh Mandaviya, on 04.09.2024 has approved the proposal for a Centralized Pension Payment System (CPPS) for Employees' Pension Scheme, 1995. This approval marks a significant milestone in the modernization of the EPFO. "By enabling pensioners to receive their pension from any bank, any branch, anywhere in the country, this initiative addresses the long-standing challenges faced by the pensioners and ensures a seamless and efficient disbursement mechanism", said Dr. Mandaviya. This facility will be launched as part of EPFO's ongoing IT modernization project Centralized IT Enabled System (CITES 2.01) from 1 January 2025. In the next phase, CPPS will enable a smooth transition to Aadhaar-based payment system (ABPS).

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

CENTRAL - REVISED VDA FOR VARIOUS EMPLOYMENTS W.E.F. 1.10.2024.

The Government of India, Ministry of Labour and Employment vide File No. 1/27(1)/2024-LS-II dated 25.09.2024 notified the revised VDA for the employees employed in Agriculture, Mines, Construction or Maintenance of Roads or Runways, etc. Loading and Unloading, Sweeping and Cleaning, Watch and Ward and Stone Mines, to be effective from 1.10.2024.

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STATUTORY

NOTIFICATIONS/UPDATES

DELHI – REVISED RATES OF MINIMUM WAGES W.E.F. 01.10.2024.

The Office of the Commissioner (Labour), Government of NCT of Delhi (Labour Department) vide F. No. (142)/02/MW/VII/Part file/3478-3495 dated 26.09.2024 notified the revised rates of minimum wages in respect of unskilled, semiskilled and skilled categories in all scheduled employments, which shall be payable with effect from 01.10.2024.

[**View Notification**](#)

State	Industry	Category	Basic Per Month “01.10.2024 to 31.03.2025”	VDA (Per Month) “01.10.2024 to 31.03.2025”	Total Wages (Per Month) “01.10.2024 to 31.03.2025”
Delhi	Shop and Establishment	Unskilled	17988	78	18066
Delhi	Shop and Establishment	Semi-skilled	19825	104	19929
Delhi	Shop and Establishment	Skilled	21813	104	21917

STATUTORY

NOTIFICATIONS/UPDATES

DELHI - REVISED RATES OF MINIMUM WAGES W.E.F. 01.04.2024.

The Office of the Commissioner (Labour), Government of NCT of Delhi (Labour Department) vide F. No. (142)/02/MW/VII/Part file/3502-3519 dated 26.09.2024 notified the revised rates of minimum wages in respect of unskilled, semiskilled and skilled categories in all scheduled employments, which shall be payable with effect from 01.10.2024.

[**View Notification**](#)

State	Industry	Category	Basic Per Month "01.04.2024 to 30.09.2024"	VDA (Per Month) "01.04.2024 to 30.09.2024"	Total Wages (Per Month) "01.04.2024 to 30.09.2024"
Delhi	Shop and Establishment	Unskilled	17494	494	17988
Delhi	Shop and Establishment	Semi-skilled	19279	546	19825
Delhi	Shop and Establishment	Skilled	21215	598	21813

STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH – REVISED RATES OF MINIMUM WAGES W.E.F. 1.10.2024.

The Commissioner of Labour, A.P., Vijayawada and the Competent Authority under the Minimum Wages Act, 1948 vide No. G/197/2024 dated 25.09.2024, in exercise of the powers conferred under clause (d) of section 2 and sub-section (2) of section 4 of the Minimum Wages Act, 1948, hereby declare the average rise in the Consumer Price Index number for State Industrial Workers as well as State Agricultural Workers for half year ending Jun, 2024, as on 01.10.2024, in respect of the employments specified under Part-I and Part-II in the Schedule.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

HIMACHAL PRADESH – REVISED MINIMUM WAGE IN AGRICULTURE EMPLOYMENT W.E.F. 01.04.2024.

The Government of Himachal Pradesh, Department of Labour Employment and O.P. The Government of Himachal Pradesh, Department of Labour Employment and O.P. vide No. Shram(A)4-1/2024 dated 23.09.2024, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948, is pleased to revise the minimum wages of the unskilled workers working in the Scheduled Employment of Agriculture as Rs. 400 per day or Rs. 12000 per month w.e.f. 01.04.2024.

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State	Period	Category	Per Month	Per day
Himachal Pradesh	01.04.2024 TO 31.03.2024	General	12000	400

STATUTORY NOTIFICATIONS/UPDATES

UTTARAKHAND - REVISED MINIMUM WAGE IN AGRICULTURE W.E.F. 1.10.2024 TO 31.03.2025.

The Government of Uttarakhand vide No. 2007/4-01/07 dated 21.09.2024 notified the revised minimum wage for unskilled category workers employed in agriculture to be payable from 01.10.2024 to 31.03.2025, as follows: $(402-253) \times 20 = 2980.00$.

[View Notification](#)

State	Category	Period	Basic Wages	VDA	Total Wages
Uttarakhand	Unskilled	01.10.2024 TO 31.03.2025	5200	2980	8180

STATUTORY NOTIFICATIONS/UPDATES

PUDUCHERRY - REVISED RATE OF BASIC WAGES ACROSS VARIOUS SCHEDULED EMPLOYMENTS EFFECTIVE FROM 20.09.2024.

The Government of Puducherry, Labour Department vide Official Gazette Notification dated 20.09.2024 issued the revised rate of basic wages for various scheduled employments w.e.f. 20.09.2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - CONSUMER PRICE INDEX NUMBERS FOR AGRICULTURAL LABORERS AND INDUSTRIAL WORKERS FOR THE MONTH OF JULY 2024.

The Department of Economics and Statistics, Government of Kerala vide Notification no. DES/1251/2024-P3(1) dated 12.09.2024 issued the Consumer Price Index Numbers for Agricultural Labourers and Industrial Workers for the month of July 2024 for 17 districts, with regard to G.O.(MS) No.103/2013/LBR dated 31.8.2013 of Labour and Skills Department, Government of Kerala and the G.O.(MS) No. 34/2015/LBR dated 26.03.2015 published in the Kerala Gazette extra ordinary No.19 (Vol.IV) dated 12.05.2015.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

UTTAR PRADESH - REVISED RATE OF MINIMUM WAGE FOR ENGINEERING INDUSTRY AND HOTEL & RESTAURANT INDUSTRY.

The Government of Uttar Pradesh, Labour Department vide No. 32527-528/GAU Enforcement-2024 dated 17.09.2024 notified the revised rate of minimum wages for Hotel and Restaurant Industry w.e.f. 01.04.2024 to 30.09.2024 and for Engineering Industry w.e.f. 01.08.2024 to 31.01.2025.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

KERALA - REVISED RATE OF MINIMUM WAGE FOR BRICK MANUFACTURING AND WIRE CUT BRICKS INDUSTRY SECTOR.

The Government of Kerala, Labour Department vide G.O.(P)No.67/2024/LBR dated 18.09.2024 hereby revised the minimum rates of wages payable to the employees employed in the Brick Manufacturing and Wire Cut Bricks Industry sector in the State of Kerala, as specified in the schedule attached with the Notification and has fixed the date of publication of the notification in the Gazette as the date from which the revised rates shall come into effect.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

TAMIL NADU – NOTIFICATION ON REVISION OF MINIMUM WAGE IN S&E EMPLOYMENT TO BE EFFECTIVE FROM DATE OF PUBLICATION IN OFFICIAL GAZETTE.

The Government of Tamil Nadu, Labour Welfare and Skill Development (J1) Department vide G.O.(2D) No. 65 dated 20.08.2024 ordered the confirmation on the preliminary notification on the revision of minimum rates of wages payable to the classes of employees in the Employment in Shops and Commercial Establishments in the State of Tamil Nadu. The Notification shall come into force with effect on and from the date its publication in the Tamil Nadu Government Gazette.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED MINIMUM WAGE FOR VARIOUS INDUSTRIES.

The Government of Maharashtra, Industries, Energy, Labour and Mining Department, vide multiple notifications dated 02.09.2024, notified the revised rates of minimum wages across various industries, namely: Employment in Rice Mill, Flour Mill or Dal Mill, Employment in industries manufacturing flattened rice, Murmura, Churmura, etc., and Employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extrusion or casting by application singly or together with heat and/or pressure or both or other similar work or work incidental to such process is carried on.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - REVISED MINIMUM WAGE FOR VARIOUS INDUSTRIES.

The Government of Maharashtra, Industries, Energy, Labour and Mining Department, vide multiple notifications dated 30.08.2024, notified the revised rates of minimum wages across various industries, namely: Employment in manufacture of Containers or Boxes from Paper or Card-board or Straw-board, Employment of Optical frames, Employment in any hospital not falling under entry 6 of the schedule, Dairy Industry, Employment in any chemical fertilizer manufacturing and process incidental thereto, Employment in any cotton ginning or cotton pressing manufactory, Employment in cycle mechanic workshop, Employment in Rubber Manufacturing Industry, Employment in Salt-pan, etc.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

UTTARAKHAND – REVISED RATE OF MINIMUM WAGES FOR ENGINEERING INDUSTRY.

The Labor Department, Government of Uttarakhand, vide No. 2665/4-01/07 dated 31.08.2024 notified the revised rates of minimum wages for Engineering Industries employing 50 or more employees, to be payable from 01.08.2024 to 31.01.2025.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

KERALA – KERALA FACTORIES (AMENDMENT) RULES, 2024.

The Government of Kerala, Labour and Skills (B) Employment vide Official Gazette Notification G.O.(P)No. 65/2024/LBR dated 28.09.2024, in exercise of the powers conferred by section 112 of the Factories Act, 1948, published the Kerala Factories (Amendment) Rules, 2024.

In the Kerala Factories Rules, 1957, -

(i) in sub-rule (3) of rule 8, for the word, figure and symbol "Appendix II.", the word, figure and symbol "Appendix III:" shall be substituted.

(ii) After the word, figure and symbol as so substituted, the following proviso shall be inserted, namely: -

"Provided that, no fee for transfer of licence shall be levied except the amendment fee where a factory is closed and is taken over by another factory due to the reason of financial crisis, insufficiency of raw materials, non-profitable due to unsold products, shortage of labourers, industrial dispute, environmental issues duly certified by a competent authority." [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

MADHYA PRADESH - AMENDMENT NOTIFICATION UNDER MADHYA PRADESH LABOUR WELFARE FUND RULES, 1984.

The Government of Madhya Pradesh, Labour Department vide Official Gazette Notification No. 1077-1789860-2024-A-XVI dated 27.09.2024 introduced amendment to Madhya Pradesh Labour Welfare Fund Rules, 1984. In the said rules, in rule 15 for clause (b), the following clause shall be substituted, namely: -

“(b) where bank draft, cheque and online payment is to be made, the payment up to Rupees Fifteen Thousand shall be made by an officer not below the rank of Assistant Welfare Commissioner authorized by the Welfare Commissioner and more than the said amount shall be made by the Welfare Commissioner.”

[**View Notification**](#)

A circular graphic with a dark grey background. On the left, there is a cluster of green human silhouettes. On the right, there is a silhouette of a person wearing a red hard hat and holding a red tool. The text "LABOUR WELFARE FUND" is written in bold, yellow, sans-serif capital letters across the top of the graphic.

**LABOUR
WELFARE FUND**

STATUTORY

NOTIFICATIONS/UPDATES

KARNATAKA - PERMISSION TO KEEP ALL SHOPS AND COMMERCIAL ESTABLISHMENTS OPEN ON A 24X7 BASIS UNDER THE KARNATAKA S&E ACT, 1961.

The Government of Karnataka, Labour Department vide No. E-LD 4 LET 2019 dated 27.09.2024, in exercise of the powers conferred by sub-section (1) of section 11 read with sub-section (2) of section 12 of the Karnataka Shops and Commercial Establishments Act, 1961 and in partial modification of notifications issued in this behalf, hereby permits all Shops and Commercial Establishments in the State employing ten or more persons to be open 24X7 basis on all days of the year for a period of three years from the date of publication of this notification in the Official Gazette subject to the provisions of sub section (3) of section 12 and the conditions mentioned in the notification attached herewith.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

GOA CHILD AND ADOLESCENT LABOUR (PROHIBITION AND REGULATION) AMENDMENT RULES, 2024.

The Government of Goa, Department of Labour vide No. 24/06/2022/LAB/574 dated 26.09.2024 published the Goa Child and Adolescent Labour (Prohibition and Regulation) (Amendment) Rules, 2024 in the Official Gazette of Goa. The amended rules shall come into force on the date of its publication in the Official Gazette.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

DELHI - ADVISORY REGARDING PAYMENT OF BONUS TO EMPLOYEES EMPLOYED THROUGH CONTRACTORS.

The Office of the Commissioner (Labour), Labour Department, GNCT of Delhi vide F.No. 15 (46)/Lab/2020/3401-3405 dated 23.09.2024 issued an Advisory drawing the attention of all Principal Employers and Contractors towards the compliants regarding non-payment of bonus by the the contractors received from outsourced workers. As per section 19 of the Payment of Bonus Act, 1965, bonus is payable within 8 months of the close of accounting year, however, it is customary to pay bonus before Deepawali. The Authority has informed that all the Contractor's establishments are covered under the Payment of Bonus Act, 1965, who have employed 20 or more workers on any day during the accounting year and hence it is a statutory responsibility of the Contractor to pay bonus to its employees since respective contractors are their employers. In case of default, the contractors/establishments are liable for prosecution for non-payment of bonus under section 28 of the Act and in addition to prosecution, the due amount of bonus is recoverable u/s 33(C)(1) of Industrial Disputes Act, 1947. [View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

KARNATAKA - THE KARNATAKA CINE AND CULTURAL ACTIVISTS (WELFARE) ACT, 2024.

The Karnataka State Legislature published in the Karnataka Gazette Extra-ordinary on the 24th of September 2024, the Karnataka Cine and Cultural Activists (Welfare) Act, 2024, an Act to provide social security to Cine and Cultural Activists by constituting a Welfare Board and there by promote their welfare in the State and to provide for matters connected therewith or incidental thereto.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

GOA RIGHTS OF PERSONS WITH DISABILITIES (SECOND AMENDMENT) RULES, 2024.

The Government of Goa, Department of Empowerment of Persons with Disabilities vide Notification No. 1/15/2024-25-DEPwD/Admn/Rules/359 dated 19.09.2024, in exercise of the powers conferred by sub-sections (1) and (2) of Section 101 of the Rights of Persons with Disabilities Act, 2016 and all other powers enabling it in this behalf, hereby issued the draft on Goa Rights of Persons with Disabilities (Second Amendment) Rules, 2024. The amended rules shall come into force on the date of their final publication in the Official Gazette. The proposed amendments are carried out in Rule 3, Rule 4, Rule 14 and Rule 25.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

PUNJAB - HOLIDAY UNDER S&E ACT ON ACCOUNT OF GENERAL ELECTION TO LEGISLATIVE ASSEMBLY, 2024 IN HARYANA AND J&K.

The Government of Punjab, Department of Labour vide No. Labour-Lab0PSCA/1/2024-2L/929145 dated 17.09.2024 notified that in exercise of the powers conferred by second proviso to sub-section (1) of Section 10 Punjab Shops and Commercial Establishments Act, 1958, the Governor of Punjab has fixed Wednesday falling on 18th Sept 2024, Wednesday falling on 25th Sept 2024 and Tuesday falling on 01st Oct 2024 and Saturday falling on 05th Oct 2024 to be a 'closed day' for the employees who are voters of UT of Jammu and Kashmir and Haryana respectively working in Shops and Commercial Establishments in the State of Punjab.

[**View Notification**](#)



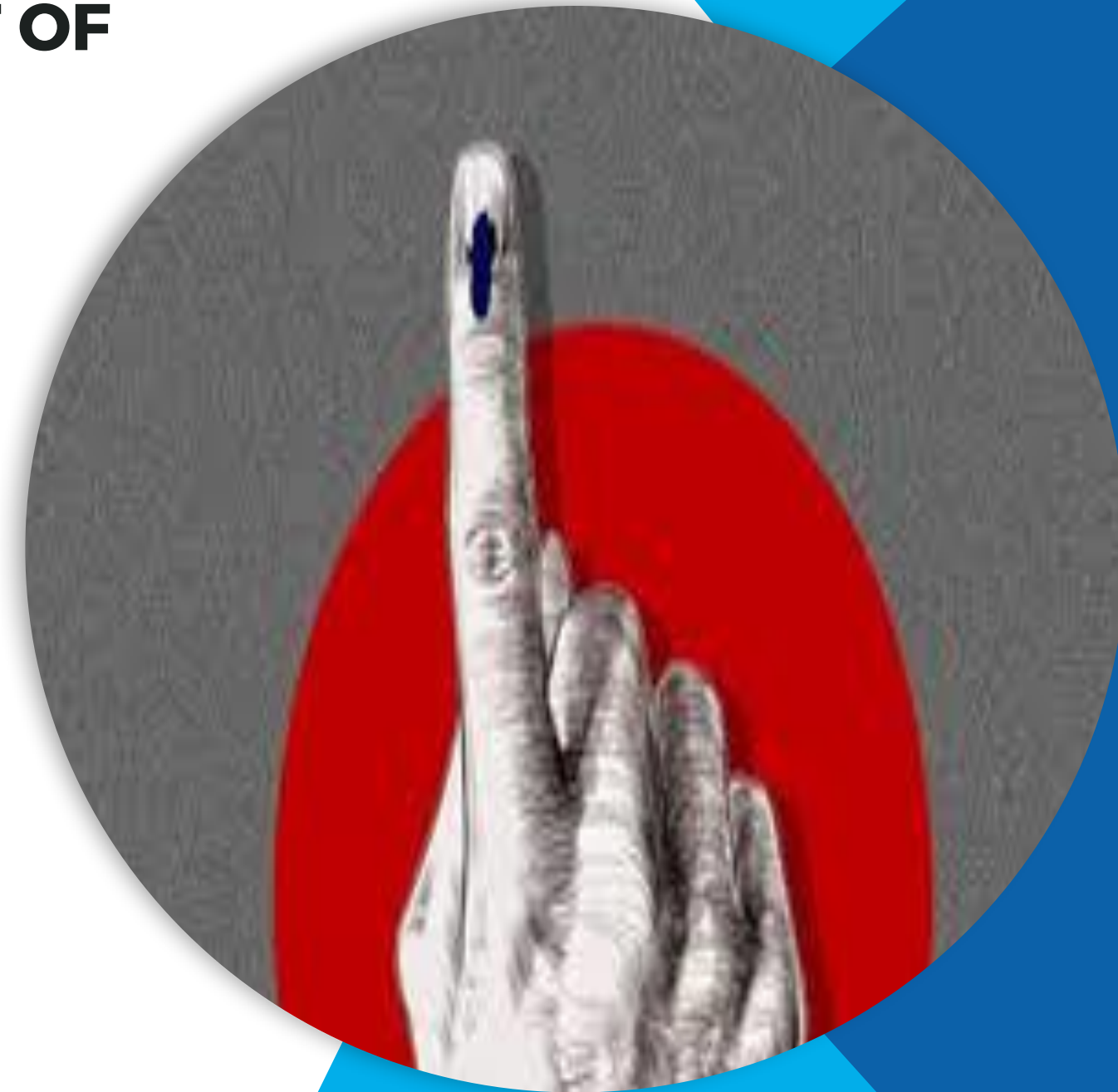
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NOTIFICATIONS/UPDATES

PUNJAB - HOLIDAY UNDER FACTORIES ACT ON ACCOUNT OF GENERAL ELECTION TO LEGISLATIVE ASSEMBLY, 2024 IN HARYANA AND J&K.

The Government of Punjab, Department of Labour vide No. Labour-Lab0FAFR/2/2024-2L/929146 dated 17.09.2024 notified that in exercise of the powers conferred by sub-section 2 of Section 65 of the Factories Act, 1948, the Governor of Punjab is pleased to exempt those workers who are working in the registered factories situated in the State of Punjab and are enrolled as voter in the State of Haryana and UT of Jammu & Kashmir, from the operations of provisions of sub-section 1 of Section 52 of the said Act on the date of poll scheduled on 18.09.2024 (Wednesday), 25.09.2024 (Wednesday), 01.10.2024 (Tuesday) and 05.10.2024 (Saturday).

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - PAID HOLIDAY ON ACCOUNT OF GENERAL ELECTION TO LEGISLATIVE ASSEMBLY, 2024 IN HARYANA AND J&K.

The Government of Himachal Pradesh, Inspectorate of Factories vide No. 1-18/85(Fac)Lab-Vol-II dated 17.09.2024 notified that the occupiers/managers of factories/Industrial establishments/shops and other commercial establishments shall grant a special paid holiday to the employees/workers working in their factories/industrial establishments/shops and other commercial establishments on scheduled poll dates of General Elections to the Legislative Assembly 2024 in Jammu & Kashmir (UT) and Haryana State, under Section 135-B of the Representation of People Act, 1951 and under Section 25 of Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

TRIPURA - NOTIFICATION ISSUED UNDER THE TRIPURA FACTORIES RULES, 2007.

The Government of Tripura, Factories & Boilers Organization (Labor Department), vide No. F. 2(365)-FB/EoDB/BRAP/2024/878-84 dated 09.09.2024, in exercise of the powers conferred under Rule 25A of the Tripura Factories Rules, 2007, the Labor Department (Factories & Boilers Organization) hereby notified the submission of comprehensive list of documents required, procedure with satge wise details, cost and time for completion of each procedure/step, searchable based on risk category, size of firm, business location and Foreign/Domestic investor for availing a service.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

CHHATTISGARH - CHANGE IN DATE OF PUBLIC HOLIDAY ON ACCOUNT OF EID-E-MILAD.

The Government of Chhattisgarh, General Administration Department, vide No. F 1-1/2023/1-5 dated 13.09.2024 notified that by Notification dated 11 October 2023, a public and general holiday had been declared on 17 September 2024, Tuesday for "Eid-e-Milad". Hereby, the Government repeals the said Order and declares 16.09.2024, Monday, a public and general holiday on the occasion of Eid-e-Milad", instead of 17 September 2024. Moreover, the optional holiday declared on the occasion of Anant Chaturdashi and Vishwakarma Jayanti on 17.09.2024 remain as they are.

[View Notification](#)



STATUTORY

NOTIFICATIONS/UPDATES

LAKSHADWEEP - CHANGE IN DATE OF PUBLIC HOLIDAY ON ACCOUNT OF EID-E-MILAD.

The Lakshadweep Administration vide F.No. 35/02/2018-Gen1/1475 dated 13.09.2024 notified that in partial modification of Notification F.No. 35/02/2018-Gen1/4076 dated 10th November 2023, the competent authority of Union Territory of Lakshadweep hereby declares 17.09.2024 (Tuesday) as closed holiday instead of 16.09.2024 (Monday) for the Govt. Offices/Institutions under the Administration, Banks and Court at Kavaratti Island for Milad-Un-Nabi (Birthday of Prophet Mohammed).

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

HARYANA - REVISED DATE OF HOLIDAY UNDER FACTORIES ACT ON ACCOUNT OF GENERAL ELECTIONS TO LEGISLATIVE ASSEMBLY, 2024.

The Government of Haryana, Labor Department, vide No.FW/Election/2024/3392 dated 06.09.2024 notified that as the poll day for General Elections to Legislative Assembly in Haryana, 2024 is changed to 05.10.2024 (Saturday), therefore, in exercise of the powers conferred by sub-section (2) of Section 65 of the Factories Act, 1948, the Governor of Haryana is pleased to exempt all the adult workers in the factories situated in the State of Haryana who are voters in aforesaid Elections from the operations of provisions of Section 52(1)(a) of the said Act, for the week commencing from 06.10.2024 and ending 12.10.2024, subject to the condition that no adult worker who is enrolled as voter in the aforesaid Election shall be required or allowed to work on 05.10.2024 (Saturday) in the factories of the state of Haryana.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

TAMIL NADU - HOLIDAY FOR MILAD-UN-NABI DECLARED ON 17 SEPTEMBER 2024 UNDER NI ACT.

The Government of Tamil Nadu, Public (Misc.) Department vide G.O.Ms.No.617 dated 09.09.2024, notified that the Government, after careful consideration of the request of the Chief Kazi to Government of Tamil Nadu, decided to declare 17.09.2024 (Tuesday) as a Public Holiday on account of Milad-un-Nabi instead of 16th September 2024 under Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

PUDUCHERRY – CHANGE IN DATE OF PUBLIC HOLIDAY FOR MILD-UN-NABI (BIRTHDAY OF PROPHET MOHAMMED).

The Government of Puducherry, Home Department vide G.O. Ms. No.64 dated 10.09.2024 issued a corrigendum regarding change of public holiday for Government Offices including Government Undertakings/Boards/Other Institutions and for all Banking institutions including Co-operative Banks in the Puducherry, Karaikal, Mahe and Yanam region of Union Territory of Puducherry, for Milad-un-nabi (Birthday of Prophet Mohammed) for the year 2024.

[**View Notification**](#)



STATUTORY

NOTIFICATIONS/UPDATES

MEGHALAYA - DECLARATION OF LOCAL HOLIDAY ON 18 SEPTEMBER 2024 ON ACCOUNT OF "UNITARIAN ANNIVERSARY DAY".

The Government of Meghalaya, General Administration Department vide No. GAA.94/86/Pt/283 dated 09.09.2024 ordered that all State Government Offices, all Revenue and Magisterial Courts and Educational Institutions in the East Khasi Hills District, shall remain closed as a Local Holiday shall be observed on the 18th of September 2024 on account of "Unitarian Anniversary Day."

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - CHANGE IN DATE OF PUBLIC HOLIDAY ON ACCOUNT OF EID-E-MILAD.

The Government of Maharashtra, General Administration Department vide No. PHD-1124/C.R.106/Japuk(29) dated 13.09.2024 notified that the Government has separately declared 24 Public Holidays for the year 2024 under Section 25 of the Negotiable Instruments Act, 1881 as Notification No. PHD.1123/C.R.148/Japuk(Desk-29) dated 09 November 2023. Among the 24 public holidays, Eid-e-Milad holiday is indicated on Monday, September 16, 2024. However, on account of the Hindu Festival of Anant Chaturdashi being celebrated on September 17th, 2024, the Muslim Community has taken the decisions to organize the procession program on Wednesday, 18th September 2024. Therefore, the public holiday of Eid-e-Milad is being declared on Wednesday, September 18, 2024, instead of Monday, September 16, 2024. Other than the district of Mumbai City and Mumbai Suburbs, the District collector in other districts of the State have been ordered to take decision considering, whether the Public Holiday on Monday, September 16, 2024, should be maintained or cancelled and declare on Wednesday, September 18, 2024. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

WEST BENGAL – NOTIFICATION REGARDING PAYMENT OF BONUS FOR DURGA PUJA, 2024.

The Government of West Bengal, Labour Department vide No. Labr. / 909/(LC-IR)/22013/56/2019 dated 05.09.2024 notified that the Governor of West Bengal has made an appeal to all the employers and employees of the state covered under Payment of Bonus Act, 1965 as amended by the payment of Bonus (Amendment) Act, 2015 to stick to the guidelines listed in the attached notification, while setting the legitimate dues of workers in respect of payment of bonus, in view of ensuing Durga Puja, for the year 2024 in terms of the said Act, in the interest of maintenance of industrial peace and harmony.

[View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

MAHARASHTRA - AMENDMENT UNDER THE MAHARASHTRA SHOPS AND ESTABLISHMENTS RULES, 2018.

The Government of Maharashtra, Industries, Energy, Labour and Mining Department vide Gazette Notification No. MSA-07/2022/CR-134/Labour-10 dated 4.09.2024, in exercise of the powers conferred by sub-section (1) of Section 33 of Maharashtra Shops and Establishment (Regulation of Employment and Conditions of Service) Act, 2017 and of all other powers enabling it in that behalf, hereby amended the Government Notification Industries, Energy, Labour & Mining Department, No. MSA-07/2016/C.R.218/Labour-10 dated 18 April 2018, as follows:

In the Schedule appended to the said notification, in entry number 1, -

(i) in column (2), for the words “Deputy Municipal Commissioner (Special), Municipal Corporation of Greater Mumbai.” the words “Assistant Commissioner, Municipal Corporation of Greater Mumbai.” shall be substituted.

(ii) (ii) in column (3), for the words “Mumbai City and of Greater Mumbai Suburban Districts.” the words “For their respective jurisdiction.” shall be substituted. [View Notification](#)



STATUTORY NOTIFICATIONS/UPDATES

JAMMU & KASHMIR – SPECIAL CASUAL LEAVE IN FAVOUR OF KASHMIRI MIGRANT EMPLOYEES ON ACCOUNT OF ASSEMBLY ELECTIONS, 2024.

The Government of Jammu and Kashmir, General Administration Department vide Government Order No.1587-JK(GAD) of 2024 dated 02.09.2024 notified that sanction is accorded to the grant of three (03) days Special Casual Leave in favour of Kashmiri Migrant Employees posted in Kashmir Valley, who are eligible to vote at Special Polling Stations to be set up at Jammu/Udhampur/Delhi during three phases of elections to be held in the assembly Constituencies in the District of Kashmir province, on the dates as indicated against each constituency in the attached notification.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - REVISION OF PAID HOLIDAY UNDER S&E ACT ON ACCOUNT OF GENERAL ELECTION TO LEGISLATIVE ASSEMBLY, 2024.

The Labour Department, Government of Haryana vide No. Elec-2024/IR-II/PSCE/Hol/23194 dated 04.09.2024 notified that, as the schedule of General Election to the Legislative Assembly of Haryana, 2024 has been revised and now the poll day is fixed for 05.10.2024 (Saturday), therefore, the earlier notification of the Labour Department issued vide No. Elec-2024/IR-II/PSCE/Hol/22418 dated 28.08.2024 is now being withdrawn. Henceforth, the Governor of Haryana, by exercising the powers conferred by Section 28 of the Punjab Shops and Commercial Establishments Act, 1958, hereby fixes the 05.10.2024 (Saturday) to be the holiday with wages for all Shops and Commercial Establishments falling within the jurisdiction of the State of Haryana.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

RAJASTHAN - PUBLIC HOLIDAY ON ACCOUNT OF BY-ELECTIONS OF 16 URBAN BODIES.

The Government of Rajasthan, General Administration department vide P. 12(6) SPR/2/2023 Part-1 dated 02.09.2024 notified that on account of the by-elections to be held for 16 Urban bodies in 11 districts of the State, the concerned District Collector (District Election Officer) is authorized to declare polling day 05.09.2024 (Thursday) as a public holiday in the respective constituencies.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

PUDUCHERRY – DECLARATION OF 07.09.24 (SATURDAY) AS HOLIDAY ON ACCOUNT OF “VINAYAGAR CHATHURTHI”.

The Government of Puducherry vide G.O.Ms.No.63 dated 06.09.2024 notified that Saturday, the 07th of September 2024 shall be declared as a Holiday on account of “Vinayagar Chathurthi” for all the Government offices and institutions including all Public Sector Undertakings, Educational Institutions (including professional colleges) in all the regions of Union Territory of Puducherry. The leave is covered under the Negotiable Instruments Act, 1881.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - COMPLIANCE UNDER THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION & REDRESSAL) ACT, 2013.

The Office of Additional Deputy Commissioner-cum-District Officer under the POSH Act, 2013, District-Gurugram, vide letter dated 03.09.2024 notified all the Non-Govt. Organizations of Gurugram regarding the formation of an Internal Committee as legally mandatory as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and that compliance should be achieved for the same. Further, the Authority directed the concerned organizations to file their details under POSH Act, 2013 in the prescribed format/Performa attached with the letter.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

HARYANA - SUBMISSION OF EMI ER-II RETURNS AS ON 30 SEPT. 2023.

The Employment Department, Haryana, vide Letter No. :- EMI/ER-II/2024/979 dated 02.09.2024 ordered that as per the instructions of the Director General of Employment, Ministry of Labor and Employment, New Delhi and as per the order of the Directorate of Employment, Haryana, letter number EMI/DGE/2024/10294-316 dated 30.08.2024, all the district units and private establishments of the area should ensure to fill the biennial return ER-II on the basis of statistical return ER-I of 30.09.2023 on the prescribed Performa of the Act 1960 and the send to the Employment Department by 30.09.2024.

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDAMAN & NICOBAR ISLANDS - INTRODUCTION OF ONLINE SUBMISSION OF FORM C UNDER A&N ISLANDS S&E REGULATION, 2004.

The Office of the Labour Commissioner & DET, Andaman and Nicobar Administration, press release dated 02.09.2024 notified that the Department of Labour, A&N Administration, in alignment with the Ease of Doing Business and Digital India initiative, has facilitated online submission of 'Form C' (Notice of Change) for employers of Shops and Establishments w.e.f. 3rd September 2024. Thereafter any changes in registered establishments under the A&N Islands Shops & Establishments Regulation, 2004, can only be submitted via online Form C.

[View Notification](#)



**KARMIC ANDAMAN GROUP C
ANSWER KEY**

STATUTORY NOTIFICATIONS/UPDATES

GUJARAT - NOTIFICATION REGARDING CLRA SECURITY DEPOSIT REFUND.

The Government of Gujarat, Labor Department, vide Circular dated 27.08.2024 notified that as per the provisions of Contract Labour (Regulation and Abolition) Act, 1970, if a contractor who engages 50 or more employees/workers to perform work as per order given by the principal employer, then the contractor must obtain a license to work in the establishment of the principal employer. Hence, under the Contract Labour (Regulation and Abolition) (Gujarat) Rules, 1972, the amount of security deposit per worker is currently fixed at Rs. 540/- and the license must be issued on payment of this security deposit amount and the same has to be returned to contractor on completion of the work. To avoid any financial and accounting losses in this operation, the Labour Department has notified instructions that have to be implemented in addition to the instructions given in the previously issued circular in this regard.

[**View Notification**](#)



The Government of Odisha, Labour and E.S.I Department vide Gazette No.6584-LESI-LL2-LABGNC-0002/2024/LESI dated 23.08.2024 notified that in order to improve the Ease of Doing Business in the State and for implementation of reforms under the Business Reforms Action Plan-2024, the public dashboard in PARESHRAM Portal shall include detained information on the total number of applications received and approved, as well as processing time (average, median, maximum and minimum) and average fees charged. Further, the dashboard for BRAP shall be updated on a real-time basis and shall include the services as mentioned in the attached Notification.

STATUTORY NOTIFICATIONS/UPDATES

HIMACHAL PRADESH - HIMACHAL PRADESH FACTORIES (AMENDMENT) RULES, 2024.

The Government of Himachal Pradesh, Department of Labour, Employment & Overseas Placement, vide No. Shram(A)3-4/2022 dated Shimla-171002 the 30 August 2024, in exercise of the powers conferred by section 112 read with 115 of the Factories Act, 1948, amended the Himachal Pradesh Factories Rules, 1950, hereby known as the Himachal Pradesh Factories (Amendment) Rules, 2024

[**View Notification**](#)



STATUTORY NOTIFICATIONS/UPDATES

ANDHRA PRADESH - AADHAAR SEEDING OF ESI INSURED PERSONS AND THEIR FAMILY MEMBERS.

The Employees' State Insurance Corporation, Regional Office, Vijayawada, Andhra Pradesh vide letter dated 14.08.2024 issued a follow up to all employers of the Andhra Pradesh Region, in reference to the previous communication from ESIC regarding the Aadhaar seeding of Insured Persons and their family members, wherein the ESIC Headquarters has emphasized the critical importance of expediting the seeding process. For any assistance with the Aadhaar seeding, the Regional Office requested the employers to contact the nearest ESI Branch Office or ESI Hospital. The active participation of the employers and all the stakeholders are requested to ensure the timely completion of Aadhaar seeding.

[**View Notification**](#)



IMPORTANT JUDGEMENTS



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IMPORTANT JUDGEMENTS

AN EMPLOYEE CANNOT CLAIM MINIMUM WAGES OF HIS FAMILY MEMBERS BEFORE THE HIGH COURT:

Binder Singh and Ors. v. State of Punjab and Ors., 2024 LLR 996
(PUNJAB & HARYANA HIGH COURT)

In the instant case the High Court of Punjab & Haryana held that Family members of a person working in an establishment can only claim minimum wages after filing an independent claim and appearing before the Authority. An employee cannot claim minimum wages of his family members before the High Court. The High Court cannot grant minimum wages to family members of the employees who neither appeared before the Competent Authority nor approached the High Court and the employees have already been granted minimum wages by the Authority.



IMPORTANT JUDGEMENTS

Issue of the case :

Whether an employee working in same establishment can claim minimum wages for the family members or not?

Facts of the case: The petitioners along with their family members are working at brick kiln of respondent No. 5- M/s Pawan Kumar Gupta. The respondent No. 5 was not making payment of minimum wages as prescribed under Minimum Wages Act, 1948. Thus, they filed an application before the Authority constituted under Minimum Wages Act, 1948. The said Authority has extended benefit of minimum wages to petitioners, however, said benefit has been declined to family members of petitioners. Thus, the petitioners have filed the petition under Article 226/227 of the Constitution of India for setting aside the Order passed by Authority.

IMPORTANT JUDGEMENTS

Decision of the High Court of Punjab & Haryana: The honourable Court held that from the perusal of record and arguments of counsel for the petitioners, it comes out that Competent Authority has denied benefit of minimum wages to the family members of petitioners because they did not appear before the Authority. Neither they filed independent claim nor appeared during the course of hearing. The petitioners are claiming minimum wages of their family members who did not appear before this Court.

The family members of the petitioners for whom petitioners are claiming minimum wages neither appeared before the Competent Authority nor have approached this Court whereas petition has been filed by those persons who had already been granted minimum wages and were before the Competent Authority. This Court does not find any jurisdictional error or manifest illegality in the impugned order warranting interference.

Dismissed.

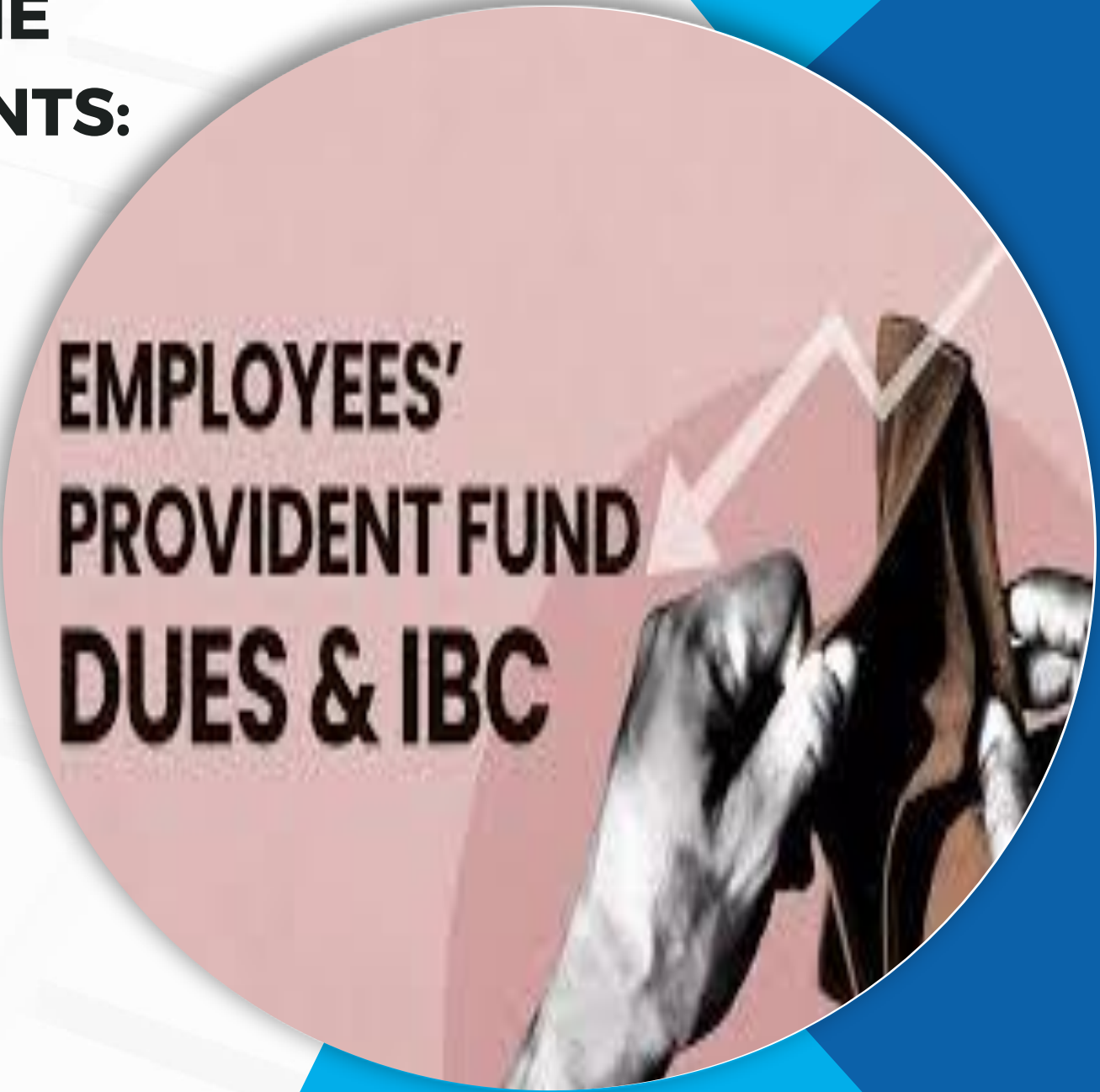
[**View Notification**](#)

IMPORTANT JUDGEMENTS

EMPLOYER TO APPROACH THE AUTHORITIES AND NOT THE HC FOR SEEKING ORDER TO REMIT PF DUES IN INSTALMENTS:

Excel Neat and Tidy Agency v. The Assistant Provident Fund Commissioner., 2024 LLR 1005 (MADRAS HIGH COURT)

In the instant case the High Court of Madras held that The EPF Act has nowhere prescribed recovery of PF dues in instalments. The discretion of the EPF authorities is not expressly denied in recovering any dues under the Act in instalments. The employer can approach the appropriate authority for seeking order or permission to remit the amount in instalments. It would not be proper for establishments to file writ petitions requesting to make payments in instalments as the said issue is neither contemplated under the EPF Act nor would it fall under writ jurisdiction.



**EMPLOYEES'
PROVIDENT FUND
DUES & IBC**

IMPORTANT JUDGEMENTS

Issue of the case :

Whether the High Court has jurisdiction to decide whether the employer can remit the PF dues in instalments or not?

Facts of the case: In this case the petitioner filed the writ petition challenging the levy of interest to the tune of Rs. 10,29,286/- imposed on the damages already fixed by conducting enquiry under section 14B of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (hereinafter referred to as 'the Act'). The petitioner submitted that as against the order of determination of damages, the petitioner has filed a statutory appeal and the same is pending. While so, the impugned order has been issued for recovery of interest. The petitioner contented that there is no statutory appeal provision for challenging the levy of interest and hence, he has filed this writ petition. In fact, the petitioner has not challenged the levy of interest technically, but his limited prayer is that he should be allowed to remit the interest in equal 24 monthly instalments.

IMPORTANT JUDGEMENTS

Decision of the High Court of Madras: The honorable Court held that as per section 7-I of the Act, the aggrieved person is entitled to prefer an appeal only in pursuant to the orders passed under certain provisions. So far as the order passed under section 7Q of the Act by levying interest, the statute itself fixed the rate of interest as 12% per annum or such higher rate as may be specified in the Scheme on any amount due from the concerned under the Act. Mode of recovery has been prescribed under the sections 8B to 8G of the Act. Nowhere, the Act prescribed recovery in instalments. However, the discretion of the concerned authorities was not expressly denied in recovering any due under the Act in instalments. It would have been appreciated if the petitioner had approached the appropriate authority for seeking order or permission to remit the amount in instalments. It seems that the writ petitions are filed for requesting to make payments in instalments, which is neither contemplated under the Act nor an issue which would fall under the writ jurisdiction.

In view of the same, the writ petition is disposed of, and the petitioner is at liberty to make appropriate application and seek orders from the appropriate authority himself in this regard. No costs. Consequently, connected Miscellaneous Petition is closed. [View Notification](#)

IMPORTANT JUDGEMENTS

SUPREME COURT

- ❑ Termination in exercise of contractual right is not per se dismissal or removal.

[View Judgement](#)

- ❑ Employer cannot be made liable for breach of settlement in the absence of any such settlement.

[View Judgement](#)

- ❑ Court can go behind the termination order to determine if it is stigmatic.

[View Judgement](#)



IMPORTANT JUDGEMENTS

ALLAHABAD HIGH COURT

- ❑ Territorial jurisdiction will be at the last working place even if termination was served in some other place [View Judgement](#)
- ❑ Interest will have to be paid when employer fails to send claim application of the leaving employee. [View Judgement](#)
- ❑ Condition of depositing some amount for staying orders under sections 14B and 7Q is valid if made to protect the interest of employees. [View Judgement](#)

BOMBAY HIGH COURT

- ❑ Appeal cannot be entertained unless the amount determined under section 7-Q is deposited. [View Judgement](#)
- ❑ High Court can permit filing of appeal after maximum limitation when summons were not served. [View Judgement](#)

IMPORTANT JUDGEMENTS

CHHATTISGARH HIGH COURT

- ❑ Show cause notice issued by EPF Authorities without jurisdiction will be quashed.

[View Judgement](#)

DELHI HIGH COURT

- ❑ Application under section 33C(2) of the ID Act can be made for claiming bonus.

[View Judgement](#)

- ❑ Mere common ownership when salaries were paid separately wouldn't lead to clubbing of establishments. [View Judgement](#)

IMPORTANT JUDGEMENTS

GUJARAT HIGH COURT

- ❑ Workman cannot challenge termination before the Civil Court and the Labour Court parallelly. [View Judgement](#)
- ❑ Scope of reference cannot be sought to be amended by the workers. [View Judgement](#)

HIMACHAL PRADESH HIGH COURT

- ❑ Provisions of Maternity Benefit Act would be attracted even if the woman was on probation. [View Judgement](#)

JAMMU & KASHMIR AND LADAKH HIGH COURT

- ❑ Principal employer cannot be held liable for payment of wages without first fastening liability upon the contractor. [View Judgement](#)
- ❑ A works contract for construction of road is not a contract for supply of labour under the CLRA Act. [View Judgement](#)

IMPORTANT JUDGEMENTS

KERALA HIGH COURT

- ❑ The party who accepts payment under full and final settlement is not entitled to challenge it. [View Judgement](#)
- ❑ Compensation paid by employer on direction of the Court cannot be refunded even if award is set aside. [View Judgement](#)
- ❑ EPF Authority is bound to consider the contention that gross salary of employees is above ceiling limit. [View Judgement](#)
- ❑ Reducing damages imposed on a non-profit trust, when entire amount had already been paid, is proper. [View Judgement](#)
- ❑ Attendance allowance and performance allowance are excluded from "basic wages" under the EPF Act [View Judgement](#)
- ❑ Assessment would be set aside in the absence of finding about joint declaration for coverage. [View Judgement](#)

IMPORTANT JUDGEMENTS

KERALA HIGH COURT

- ❑ No violation of natural justice when both sides were allowed to engage lawyers in the enquiry. [View Judgement](#)
- ❑ EPF will be liable to be remitted on holiday wages made to the employees. [View Judgement](#)
- ❑ EO's report will be accepted when the employer did not discredit it even after sufficient opportunity. [View Judgement](#)
- ❑ EPF Authorities to not initiate coercive action when appeal is pending before the vacant CGIT. [View Judgement](#)

MADRAS HIGH COURT

- ❑ Tribunal cannot reduce punishment merely on the basis of the family background of the delinquent [View Judgement](#)
- ❑ Police can take action against the striking workers in case functioning of the factory is hampered. [View Judgement](#)
- ❑ EPF Authorities can recover entire amount if the employer fails to pay any one installment. [View Judgement](#)
- ❑ Tribunal cannot reduce punishment merely on the basis of the family background of the delinquent. [View Judgement](#)
- ❑ EPF authority cannot attach personal bank account of the Director for recovery of EPF dues. [View Judgement](#)

IMPORTANT JUDGEMENTS

ORISSA HIGH COURT

- ❑ Order passed by the ESI authorities without serving any notice to the establishment would be set aside. [View Judgement](#)

RAJASTHAN HIGH COURT

- ❑ Dismissal to be set aside when disciplinary authority didn't give disagreement notice with the enquiry officer. [View Judgement](#)

TRIPURA HIGH COURT

- ❑ High Court can restore appeal before the Tribunal when it was dismissed in default. [View Judgement](#)
- ❑ Order passed under 7Q of the EPF Act, without providing personal hearing, is illegal. [View Judgement](#)
- ❑ Employer is not liable to pay EPF dues to workers of the contractor when they have not been identified. [View Judgement](#)

STATUTORY DUE DATES

OCTOBER 2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Employee State Insurance Act, 1948	All States	Remittance	Monthly	Sep'24	15-10-2024	Code wise	Monthly Contribution Challan
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Remittance	Monthly	Sep'24	15-10-2024	Code wise	Monthly Contribution Challan
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	Sep'24	15-10-2024	Code wise	International Workers Return
Employee Provident Fund And Miscellaneous Provisions Act, 1952	All States	Return	Monthly	Sep'24	25-10-2024	Code wise	Monthly Return - EDLI Exempted Employer
Employment Exchange (Compulsory Notification of Vacancies) Act, 1959	All States	Return	Quarterly	Jul'24 To Sep'24	30-10-2024	Branch	Branch employing 25 or more

STATUTORY DUE DATES

OCTOBER 2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Kerala Shops and Commercial Establishments Workers Welfare Fund Act, 2006	Kerala	Remittance	Monthly	Sep'24	05-10-2024	Branch	
Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987	Andhra Pradesh	Remittance & Returns	Monthly	Sep'24	10-10-2024	Branch	
Telangana Tax On Professions, Trades, Callings And Employments Act, 1987	Telangana	Remittance & Returns	Monthly	Sep'24	10-10-2024	Branch	
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Remittance	Monthly	Sep'24	10-10-2024	Branch	
Goa Shops And Establishments Act, 1973	Goa	Return	Quarterly	Jul'24 To Sep'24	10-10-2024	Branch	5 or more employees
Gujarat Panchayats, Municipal Corporations And State Tax on Professions, Traders, Callings and Employments Act, 1976	Gujarat	Return	Monthly	Sep'24	15-10-2024	Branch	
Punjab Labour Welfare Fund Act, 1965	Chandigarh	Remittance & Returns	Half Yearly	Apr'24 To Sep'24	15-10-2024	Branch	
Madhya Pradesh Vritti Kar Adhiniyam, 1995 (PT)	Madhya Pradesh	Return	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	
Punjab Labour Welfare Fund Act, 1965	Punjab	Remittance & Returns	Half Yearly	Apr'24 To Sep'24	15-10-2024	Branch	
Factories Act, 1948	West Bengal	Return	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	

STATUTORY DUE DATES

OCTOBER 2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Tamil Nadu Labour Welfare Fund Act, 1972	Tamil Nadu	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Karnataka Labour Welfare Fund Act, 1965	Karnataka	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Telangana Labour Welfare Fund Act, 1987	Telangana	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Gujarat Labour Welfare Fund Act, 1953	Gujarat	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 1 years from become payable (Unpaid Accumulation & Fine)
West Bengal Labour Welfare Fund Act, 1974	West Bengal	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Maharashtra Labour Welfare Fund Act, 1953	Maharashtra	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Andhra Pradesh Labour Welfare Fund Act, 1987	Andhra Pradesh	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Goa Labour Welfare Fund Act, 1986	Goa	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Chhattisgarh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Chhattisgarh	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982 (LWF)	Madhya Pradesh	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)

STATUTORY DUE DATES

OCTOBER 2024



Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Bombay Labour Welfare Fund Act, 1953 (Delhi)	Delhi	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 3 years from become payable (Unpaid Accumulation & Fine)
Odisha Labour Welfare Fund Act, 1996	Odisha	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Unpaid Accumulation - After 5 years from become payable (Unpaid Accumulation & Fine)
The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011	Jharkhand	Remittance	Quarterly	Jul'24 To Sep'24	15-10-2024	Branch	Employee & Employer Tax online (Employer to deduct monthly and remit quarterly) 15 days from end of quarter
Karnataka Tax on Professions, Trades, Callings and Employments Act, 1976	Karnataka	Remittance & Returns	Monthly	Sep'24	20-10-2024	Combined	
West Bengal State Tax on Professions, Trades, Callings and Employments Act, 1979	West Bengal	Remittance & Returns	Monthly	Sep'24	21-10-2024	Branch	
Contract Labour (Regulation and Abolition) Act, 1970	Goa	Return	Quarterly	Jul'24 To Sep'24	30-10-2024	License	Return by Contractor
Bihar Shops and Establishments Act, 1953	Bihar	Return	Quarterly	Jul'24 To Sep'24	30-10-2024	Branch	10 or More Employees
Bihar Shops and Establishments Act, 1953	Jharkhand	Return	Quarterly	Jul'24 To Sep'24	30-10-2024	Branch	10 or More Employees
Manipur Professions, Trades, Callings And Employments Taxation Act, 1981	Manipur	Remittance & Returns	Monthly	Sep'24	30-10-2024	Branch	
Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995	Mizoram	Remittance & Returns	Monthly	Sep'24	30-10-2024	Branch	

STATUTORY DUE DATES

OCTOBER 2024



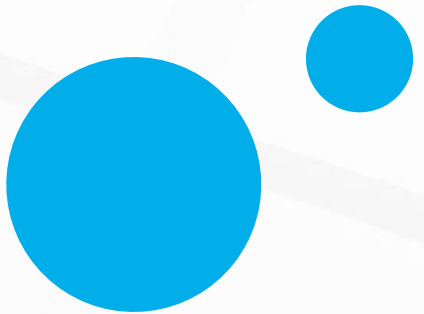
Name of Act	State	Remittance / Return	Frequency	Period	Due Date (On or Before)	Applicability	Remarks
Nagaland Professionals, Trades, Callings and Employment Taxation (4th Amendment) Act, 2012	Nagaland	Remittance & Returns	Monthly	Sep'24	30-10-2024	Branch	
Punjab State Development Tax 2018	Punjab	Remittance & Returns	Monthly	Sep'24	30-10-2024	Branch	
Maharashtra State Tax on Professions, Trade, Callings And Employments Act, 1975	Maharashtra	Remittance & Returns	Monthly	Sep'24	31-10-2024	Combined	
Assam Professions, Trades, Callings And Employments Taxation Act, 1947	Assam	Remittance & Returns	Monthly	Sep'24	31-10-2024	Branch	
Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000	Odisha	Remittance & Returns	Monthly	Sep'24	31-10-2024	Branch	
The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011	Jharkhand	Return	Annual	Apr'23 To Mar'24	31-10-2024	Branch	
Tripura Professions Trades Callings And Employments Taxation Act, 1997	Tripura	Remittance & Returns	Monthly	Sep'24	31-10-2024	Branch	
Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947	Meghalaya	Remittance & Returns	Monthly	Sep'24	31-10-2024	Branch	
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Remittance & Returns	Monthly	Sep'24	31-10-2024	Branch	
Sikkim Tax On Professions, Trades, Callings And Employments, Act 2006	Sikkim	Return	Quarterly	Jul'24 To Sep'24	31-10-2024	Branch	

AWARDS AND CERTIFICATIONS



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AWARDS



CERTIFICATION



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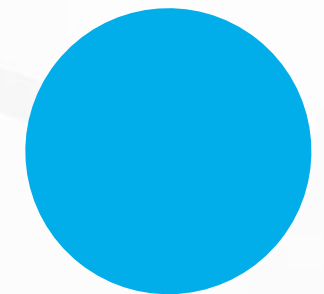
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